



Potlatch School District No. 285
130 Sixth St.
Potlatch, ID 83855-8757

District Office (208)875-0327
Elementary School (208)875-1331
Jr.-Sr. High School (208)875-1231
FAX (208)875-1028

Differentiated Pay Plan 2013-2014

Purpose of Pay Plan:

To provide incentives for continuous growth by both Certified and Classified Staff of the Potlatch School District. Staff will be able to earn a compensatory reward for demonstration of district-wide growth and showing involvement in training and professional development activities.

Compensation:

All classified and certificated employees will share equally in the funds that will be distributed. It is the belief of this organization that the success of our students depends whole-heartedly on **all** district personnel and all job positions in the District are essential to the overall success of our students and our schools. Funds will be distributed to employees late winter/early spring 2014.

Requirements:

Certified and classified staff will be required to:

1. Attend professional development opportunities.
2. Work on areas of academic change and student improvement.
3. Leadership growth.
4. Provide records of positive parent, school, and community contact.

Although each department will be different, each employee will develop skills and abilities to help them better themselves and the District in their particular areas of work. Each principal and department head will evaluate their specific staffs and report this information to the Superintendent of Schools.

CERTIFIED STAFF (Potlatch Elementary)

Areas of Growth:

1. Attend scheduled district-wide professional development workshop days on Idaho Common Core and Smarter Balanced Assessment Consortium (7 scheduled on the school calendar).
2. Attend weekly grade level collaborative meetings, designed for collaboration, planning, and implementation of Common Core curriculum.
3. Document a minimum of two (2) parent contacts per student per quarter.
4. Will participate on one staff committee district-wide or site-based throughout the school year.



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CERTIFIED STAFF (Potlatch Secondary)

Areas of Growth:

1. Attend scheduled district-wide professional development workshop days on Idaho Common Core and Smarter Balanced Assessment Consortium (7 scheduled on the school calendar).
2. Attend weekly subject area collaborative meeting with secondary cohort; designed for collaboration, planning, and implementation of the Common Core.
3. Document a minimum of one (1) parent contact per student per quarter.
4. Will participate on one staff district-wide or site-based committee throughout the school year.

CLASSIFIED STAFF (District-Wide)

Areas of Growth:

1. Attend department meetings or paraprofessional meetings with administration on weekly/monthly schedule. Be an active participant in establishing a "culture of change" for our students and staff.
2. Attend two (2) workshop/training sessions per year outside of district-wide meetings. Can be towards Safety training, Special Ed. training, Common Core training, etc.
3. Document a minimum of five (5) parent contacts made per quarter.
4. Be in attendance at a minimum of one (1) school activity per quarter and participate in said activity.

The Potlatch Differentiated Pay Plan was created through a collaboration of many parties. Representatives from the Elementary and the Junior-Senior High School (both teachers and administrators), as well as support personnel and District-Wide staff, were part of the planning and development process.

Board Action: Approved _____ Date _____

Board Chairman